

The Supreme Court
State of Washington

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March 1, 2019

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Barbara Ochota
Joanne Russell
Emily Cioc
Connor Smith
Diana Singleton
Jim Hanneman

Re: Allegations of hostile work environment and lack of anti-harassment policies

Dear WSBA Staff:

Thank you for your letter dated January 23, 2019, which included a copy of your January 18, 2019 letter to the Board of Governors. Your letter set forth staff concerns about how a sexual harassment complaint was handled, the lack of clear anti-harassment policies, and the lack of a clear process for reviewing this type of complaint.

On February 27, 2019, the justices met to discuss your letter and other WSBA matters. By a unanimous vote, the court is directing an investigation of the allegations of a hostile work environment at the Washington State Bar Association. The court will select an independent investigator, and it is our intent that the investigation will start soon.

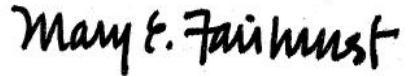
WSBA Staff

March 1, 2019

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I note that the list of staff on each letter is not identical. This letter is addressed to only those staff whose name is included on the January 23, 2019 letter to the court. Of course, you can share this letter with other staff members.

Very truly yours,



MARY E. FAIRHURST
Chief Justice

cc: Justices
Bill Pickett, WSBA President
Paula Littlewood, WSBA Executive Director
Board of Governors
Julie Shankland, WSBA General Counsel